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| Practice | Planning Periods   * Planning periods development is conducive to having conversations around struggling students * Parent Contact * Teacher/course ability to slow down instruction and improve student basic skills so they can accelerate faster   Retired Mentor   * Outside opinion to guide and keep team on track towards goals * Assisted in determining pair down of prior initiatives   Relationships   * Business meetings along with relationship meetings * Team lunches; chili cook off; holiday parties; baby showers * Administrators are consistently visible   Instruction   * PD around instructional is lead by teachers * Server that holds all good strategies for others to use   Community Involvement   * Report Card Pick up in the Commons area * PTSA (small but active) look over SIP and give feed back * Parents are highly involved   Common Core   * Teacher led by other school teachers who were identified by the district * Developing server to hold all best practices for lessons |
| Policy | * Freshman Seminar class for those not in honors classes * Democratic form of creating plan for school turn around * There are no policies that maintain this culture, but the DPI mandating some collaboration does; * The thought of it working comes strictly from the good will nature of all involved * Trust and letting go of top down approach enables this culture to thrive |
| Procedure | * Use of EVASS data (along with others teacher, parent input) to determine if students area ready for honors * Teachers leading building of goals gave them ownership of new initiatives brought into the school * Building of Goal Teams was done by having teachers determine which ones they would like to work on * Mixing of established groups * Voiced opinions valued * Residue of FL training evident * More focus on creating procedures for staff and students due to the new facility * Grading system is done departmentally * Student leadership team designed to ensure that the lines of communication are open between admin and students. |
| Mission & Vision | * Mission and Vision are known to all * Getting everyone on the same page was hard * Tied into every aspect of the school * Some discussions about these things are hard due to the emotional or value system of the teachers (polar opposite opinions) |

Civics, Science, Math, & Testing Coordinator

Narrative of the school story:

* Didn’t qualify for turnaround process because not below 60 but couldn’t reach 70.
* Chose to be in turnaround process
* Forces self reflection and need to refocus energy
* State determined goals but felt some freedom in the process
* Worked in planning periods to do some of the initiatives
* Every planning period had a good mix of teachers due to the inability to separate planning by subject area
* Teachers did bulk of work; administrators as facilitators only
* No extra resources provided; they chose to develop their own plan instead of buying a canned program (most valuable to Principal)
* Began turn around plan in 07-08
* Assigned goals for improvement by planning period for those teachers to work on and brought that to the table to develop plan
* Lots of time around the table to develop (after school, workdays and ½ days)
* Abt 55 classroom teachers
* The new building is more compact and does not lend a hand to collaboration. (we don’t have to leave our area which I use to use that time to bond with other teachers.)
* The instruction is greatly improved due to the technology and ability to engage students
* Takes their attention away from focusing on SIP and puts it more on procedures and logistics
* What most excites you about FH?
  + The community of students are excited and very connected to each other
  + Watching the process and being able to track a student over their progression here
  + Being a constant in students lives over years
  + School as the culture center of the community and students look to school for activity
  + Knowing who I work with and their families and teaching generations of kids from the same families
  + Knowing my students vs. teaching my students
  + Small close knit community